

Armenia

Fixed Term Contracts

Fixed term contracts cannot be issued.

Probationary Periods

Probationary periods of up to 3 months are allowable. There are limited circumstances defined by legislation, in which probationary periods can be extended for up to an additional 3 months.

Holidays

Workers receive 10 paid holidays in Armenia. Some of these holidays are multiple days in duration. With limited exception, no work is to be performed on a public holiday.

When a worker works overtime on a public holiday the pay is 2x their standard rate.

Working hours on the eve of a public holiday are reduced by 1 hour.

Vacation

Full and part-time workers receive 28 days of vacation annually. There may be additional days of vacation granted to workers in dangerous environments, who work irregular shifts, or in any unusual circumstance.

Generally, workers can utilize annual leave once they have completed six months of service.

Sick Leave

Paid sick leave is paid for and provided to the Worker from the 1st day of leave through the 5th day of leave. Starting on the 6th day of leave, the Worker may be covered by social insurance. The sick leave allowance is calculated based on 80% of the Worker's average daily salary.

Working Hours

Standard hours are 8 hours per day, 40 hours per week.

Overtime

Overtime is permitted for a maximum of four hours per day or 8 hours per week. There is a limit of 120 hours per year of OT. OT may only be performed as necessary to prevent an accident, repair, as a replacement for other colleagues absent from work or to fulfill urgent contractual obligations of the employer. OT is paid at a minimum of 150% of salary if performed on a weekday and 200% of salary if performed on a weekend.

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Mandatory Bonuses

13th or 14th Month pay is not mandatory.

Termination

Workers may only be terminated for a reason outlined in the labor laws, some of these reasons include loss of confidence in the worker's ability to perform their job duties, unexcused absences, reductions in force, and refusal to cooperate with a medical exam.

Severance pay amounts vary depending on the tenure of the worker, and the reason for termination. For layoffs and workers made redundant, one month's salary is the norm, unless otherwise stipulated in the employment agreement. Unused PTO days and/or a termination notice may be paid out if agreed to in the contract.

Notice periods increase with the worker's tenure. Workers in the probationary period are entitled to 3 days' notice; workers ending employment by mutual agreement are entitled to 7 days' notice; workers being terminated because of a change in the essential terms of employment are entitled to 14-60 days' notice depending on tenure; workers ending a fixed-term employment contract must provide 10 days of notice to the other party.

Resignation

Workers may resign with a minimum of 2 weeks' notice with or without a reason provided.